

March 10, 2011

LaVerne Washington
President
Confidential Employees' Organization, AFSCME Local 101
c/o City Attorney's Office

RE: MEF & CEO Employee Compensation

Dear LaVerne:

We are in receipt of your letter dated March 6, 2011, in which you asked for clarification on data we previously provided you. In our letter dated March 4, 2011, we provided you information on the top ten cash compensation earners for MEF and CEO for calendar year 2010. For the top ten cash compensation earners, we provided their base pay, overtime, other cash compensation, and total compensation figures. In regards as to what comprises each category, a full listing of what is included can be found on the City's website at <http://www.sanjoseca.gov/salary/>.

Your letter also requested a listing of all CEO employees who received overtime in calendar year 2010. Given the length of the report, we have attached the report to this letter. In addition, you requested the cash compensation for CEO's lowest ten (10) employees divided in the categories we utilized for the top ten cash compensation earners for MEF and CEO. The below information includes full time employees represented by CEO, who worked during the entire 2010 calendar year.

Lowest Ten Earners Represented by CEO for Calendar Year 2010

Job Title	Base Pay	Overtime	Other Cash Compensation	Total Cash Compensation
Legal Admin Assist II C	\$70,733	\$0	\$7,262	\$77,995
Legal Admin Assist II C	\$70,682	\$0	\$7,144	\$77,825
Administrative Assist C	\$71,038	\$0	\$6,508	\$77,546
Staff Technician	\$67,652	\$0	\$6,508	\$74,160
Administrative Assist C	\$71,038	\$0	\$2,614	\$73,652
Staff Technician	\$66,537	\$0	\$6,508	\$73,045
Analyst I C	\$66,094	\$282	\$6,508	\$72,884
Staff Technician	\$65,951	\$0	\$6,741	\$72,692
Administrative Assist C	\$71,038	\$0	\$1,040	\$72,078
Administrative Assist C	\$64,206	\$8	\$7,223	\$71,436
Average	\$68,497	\$29	\$5,806	\$74,331

Your letter also addressed concerns regarding an Administrative Assistant, who received approximately \$33,651 in overtime. As you might be aware, this employee works in the City Manager's Office and reports directly to the City Manager.

In addition, you asked a question regarding an Analyst II, who had a base pay of \$96,082. It appears this employee transferred from another bargaining unit during the calendar year. This employee's current base salary is \$88,067, which is consistent with a top step Analyst II under the City's current pay plan, which is available at the City's Human Resources website at: <http://www.sanjoseca.gov/HumanResources/documents/PayPlan.pdf>.

Sincerely,



Alex Gurza
Director of Employee Relations

Attachment

CEO Employees Who Received Overtime in Calendar Year 2010

Job Title	Base Pay	Overtime	Other Cash Compensation	Total Cash Compensation
Administrative Assist C	\$71,038	\$33,651	\$3,162	\$107,851
Network Engineer C FT	\$101,111	\$1,169	\$0	\$102,280
Analyst II C	\$86,806	\$11,244	\$2,473	\$100,522
Analyst II C	\$86,806	\$4,237	\$6,873	\$97,916
Analyst II C	\$82,665	\$14,226	\$0	\$96,891
Analyst II C	\$86,806	\$8,263	\$0	\$95,069
Analyst II C	\$86,806	\$10	\$7,262	\$94,078
Analyst II C	\$86,806	\$6,470	\$0	\$93,276
Legal Analyst II	\$86,806	\$4,312	\$0	\$91,117
Analyst II C	\$86,806	\$2,911	\$0	\$89,717
Analyst II C	\$86,806	\$374	\$1,639	\$88,818
Analyst II C	\$86,806	\$638	\$1,040	\$88,484
Analyst II C	\$72,596	\$15,834	\$0	\$88,430
Analyst II C	\$86,806	\$1,543	\$0	\$88,348
Analyst II C	\$86,806	\$1,412	\$0	\$88,217
Analyst II C	\$86,806	\$498	\$0	\$87,304
Analyst II C	\$86,806	\$436	\$0	\$87,241
Analyst II C	\$86,806	\$402	\$0	\$87,208
Analyst II C	\$78,180	\$3,155	\$5,757	\$87,092
Analyst I C	\$73,568	\$13,505	\$0	\$87,073
Analyst II C	\$86,806	\$114	\$0	\$86,920
Analyst II C	\$86,806	\$62	\$0	\$86,868
Legal Analyst II	\$86,806	\$31	\$0	\$86,837
Analyst II C	\$86,806	\$11	\$0	\$86,816
Analyst II C	\$84,840	\$1,162	\$725	\$86,727
Analyst II C	\$86,132	\$5	\$159	\$86,296
Analyst I C	\$79,590	\$171	\$6,508	\$86,270
Analyst II C	\$85,300	\$11	\$0	\$85,311
Analyst II C	\$76,891	\$1,095	\$7,210	\$85,196
Analyst II C	\$81,102	\$1,922	\$1,766	\$84,791
Analyst II C	\$76,213	\$272	\$7,144	\$83,628
Analyst II C	\$78,753	\$85	\$100	\$78,938
Staff Technician	\$71,038	\$8	\$7,144	\$78,190
Analyst II C	\$76,748	\$10	\$0	\$76,758
Analyst II C	\$76,161	\$10	\$0	\$76,170

CEO Employees Who Received Overtime in Calendar Year 2010

Job Title	Base Pay	Overtime	Other Cash Compensation	Total Cash Compensation
Analyst II C	\$75,913	\$10	\$0	\$75,923
Legal Analyst I	\$73,291	\$449	\$0	\$73,740
Analyst I C	\$65,320	\$1,418	\$6,508	\$73,245
Legal Analyst I	\$72,167	\$53	\$720	\$72,941
Analyst I C	\$66,094	\$282	\$6,508	\$72,884
Administrative Assist C	\$71,038	\$204	\$420	\$71,662
Staff Technician	\$70,410	\$1,250	\$0	\$71,660
Administrative Assist C	\$64,206	\$8	\$7,223	\$71,436
Administrative Assist C	\$71,038	\$102	\$0	\$71,140
Staff Technician	\$70,257	\$15	\$0	\$70,272
Secretary C	\$56,310	\$837	\$5,552	\$62,698
Staff Technician	\$60,632	\$23	\$0	\$60,655
Legal Admin Assist I C	\$60,565	\$32	\$0	\$60,597
Administrative Assist C	\$58,450	\$25	\$0	\$58,474
Administrative Assist C	\$50,176	\$222	\$5,876	\$56,274
Legal Admin Assist I C	\$53,076	\$137	\$0	\$53,212
Administrative Assist C	\$52,876	\$13	\$0	\$52,888
Analyst I C PT	\$49,874	\$563	\$0	\$50,437
Staff Technician	\$43,342	\$8	\$5,123	\$48,473
Analyst II C PT	\$43,403	\$10	\$225	\$43,638